

Message

From: Thiede, Kurt [thiede.kurt@epa.gov]
Sent: 5/15/2018 9:51:25 PM
To: Stepp, Cathy [stepp.cathy@epa.gov]
Subject: Budget Update

Cathy,

Please review...especially the first point...I think it is good to go, but would like your review.

The message below should go out to EPA ALL from you, tomorrow at 12:00 noon.

Thanks,
Kurt

SUBJECT: Budget Update

Good morning colleagues,

Although we are well into the third quarter of fiscal year 2018, there's been a lot of uncertainty to date. With the passage of the Omnibus 2018 bill and development of EPA's operating plan, we now have a better sense of our budget. Today, I am happy to share today some updates I know are of interest to us all.

- **Hiring** – Given the various budget scenarios, up to this point most organizations, including Region 5, did not have sufficient certainty to consider external hires. Our priority was ensuring we could support our current workforce, and I recognize this approach created additional pressure on everyone as staffing vacancies occurred at the Agency. We now have the information we need to consider a modest number of external hires. RMD is facilitating the Region's normal hiring assessment and I look forward to providing final approvals as early as the end of May. Please note, however, that based on the Agency's budget and taking into account the uncertainty of FY 2019, we will not be backfilling every position, so we will need to be strategic as we prioritize our hires.
- **Awards** – Divisions/ Offices will be provided their targets and traditionally these awards must be processed by mid-summer. I realize this presents a time challenge and encourage everyone to take advantage of this opportunity to recognize the outstanding work being accomplished this year.
- **Travel/Training** – Like awards, Divisions/Offices will be provided their full year travel and training budgets. Travel/Training funding is comparable to last year and should be more than adequate to meet our needs.

Thank you for all you do in support of our great mission.